

# Create a Professional Development Plan for Success!

Professional Development Map

Anchors

Strengths

Development Areas

Options & Opportunities

Decisions/SMART Goals

Allies/Resources



<b>Technical/ Functional Competence</b>	Primary interest is the actual content of the work.
	Focus: want to remain within their technical/functional area. (e.g., finance, human resources, information technology)
<b>Managerial Competence</b>	Primary interest is general management rather than a particular functional area.
	Focus: Integration of the efforts of others, accountability for total results, and tying together of different functions in the organization.
<b>Autonomy/ Independence</b>	Primary interest is freeing oneself from organizational rules and restrictions.
	Focus: Deciding when to work, on what to work, and how hard to work.
<b>Security/Stability</b>	Primary interest is to have a long-term career in the same organization, the same industry, or the same geographic location.
	Focus: Stable and predictable work.
<b>Service/ Dedication</b>	Primary interest is to achieve some valued outcome.
	Focus: Improving the lives of others, working in a “helping” occupation.
<b>Pure Challenge</b>	Primary interest is work demands involve solving seemingly unsolvable problems or surmounting difficult obstacles.
	Focus: Seek novelty, variety, and challenge in their work.
<b>Lifestyle</b>	Primary interest is achieving balance in all the major sectors of one’s life.
	Focus: Harmonious integration of family and career activities.
<b>Entrepreneurship</b>	Primary interest is to create something new, overcoming obstacles, running risks, and achievement of personal prominence.
	Focus: Freedom to build and operate their own organization in their own way.